

Integrated Impact Assessment Form

Promoting Equality, Human Rights and Sustainability

Title of Policy/ Proposal	Adult Social Care Service Plan 2021-22
Completion Date	1st May 2021
Completed by	Zoë Graham
Lead officer	Mairi Simpson

Type of Initiative: Service Plan

1. Briefly describe the policy/proposal you are assessing.

Set out a clear understanding of the purpose of the policy being developed or reviewed (e.g. objectives, aims) including the context within which it will operate.

The Service Plan is focused on the adult health and social care priorities in the Single Midlothian Plan 2021-22, and the Midlothian Health and Social Care Partnership Strategic Plan for 2019-22. The Strategic Plan is the foundation to the delivery of our services promoting prevention and early intervention and centered on helping to maintain and improve health and wellbeing.

The Service Plan relates to the delivery of our vision, values and priority areas against the challenges of the Covid-19 pandemic, a growing and aging population; high rates of long term conditions; high rates of mental health needs, financial and workforce pressures; significant pressures on unpaid carers, and the need to invest in community based health and social care alternatives to alleviate pressures on acute hospitals.

What will change as a result of this policy?

The Service Plan identifies a suite of related performance measures that are reported quarterly to the Performance, Review and Scrutiny Committee and Midlothian Council. The service plan and performance measures are underpinned by the Health and Social Care Partnerships Strategic Plan and the Community Planning Partnerships Single Midlothian Plan all of which supports us to delivery on our priority areas and improve health and social care services.

2. Do I need to undertake a Combined Impact Assessment?

High Relevance	Yes/no
The policy/ proposal has consequences for or affects people	Yes
The policy/proposal has potential to make a significant impact on equality	Yes
The policy/ proposal has the potential to make a significant impact on the economy and the delivery of economic outcomes	No
The policy/proposal is likely to have a significant environmental impact	No
Low Relevance	
The policy/proposal has little relevance to equality	No
The policy/proposal has negligible impact on the economy	Yes
The policy/proposal has no/ minimal impact on the environment	Yes
<p>If you have identified low relevance please give a brief description of your reasoning here and send it to your Head of Service to record.</p> <p>If you have answered yes to high relevance above, please proceed to complete the Integrated Impact Assessment.</p>	

3. What information/data/consultation have you used to inform the policy to date?

Evidence	Comments: what does the evidence tell you?
Data on populations in need	Midlothian is the second smallest local authority in mainland Scotland but the fastest growing. This poses challenges for health and social care services whilst also changing some local communities. As people live for longer many more people will be living at home with

	<p>frailty and/or dementia and/or multiple health conditions. An increasing number of people live on their own, and for some this will bring a risk of isolation.</p>
Data on service uptake /access	<p>Increasing demand for adult social care services is evident from our waiting lists and requests for services. The Covid-19 pandemic has and will continue to influence this demand, including the demand for, and deployment of, the health and social care workforce for the foreseeable future.</p>
Data on quality/outcomes	<ul style="list-style-type: none"> - Quarterly performance reports are presented to the Performance, Review and Scrutiny Committee and Midlothian Council to demonstrate progress against priority areas. The report is introduced by a front page highlighting the successes and challenges during the period of review. - Performance reports are presented to the Midlothian IJB to monitor a core suite of national and local outcomes that support the delivery of our strategic priorities, and monitor the changes across the system of health and social care which need to take place in the design and delivery of our services. - Published Annual Performance Report (legal requirement to report on the Directions set by the IJB). - The development of an outcome focused approach is being rolled out across the HSCP to better evaluate outcomes. The approach being adopted involves the development of outcome maps at each level of the organisation to capture and link a wide range of evidence for evaluating and demonstrating progress.
Research/literature evidence	<p>Details of Self-Assessment activity and workforce planning and development are detailed in the Service Plan. Self-Assessment will be a high priority during 2021-22. The impact of the pandemic on society has been severe. It is essential Adult Health and Care reviews its priorities and its approach to service delivery to ensure it is fit for purpose in the post-pandemic future.</p>

Service user experience information	<p>Engagement is fundamental in helping us to plan and deliver our services. Midlothian Health and Social Care Partnership's Public Engagement Statement 2021 sets out who we will consult and engage with; our methods of engagement; when we consult and engage; our standards for community engagement; and guidelines for effective communication.</p> <p>We also use feedback from national consultation programmes such as the Scottish Governments Health and Care Experience Survey to help us better understand people's experiences of their local health and social care services and caring responsibilities.</p>
Consultation and involvement findings	<p>As part of a comprehensive joint needs assessment there was extensive consultations carried out, asking for views on how we should plan our health and social care services over the next three years. The findings from the 1,600 responses, both individual and group discussions, supported the development of the Health and Social Care Strategy for 2019-22 which informs the Adult and Social Care Service Plan 2021-22.</p>
Good practice guidelines	<p>Practice learning and development and professional training is detailed in the Midlothian Health and Social Care Workforce Plan for 2017-22. In addition a range of bitesize training sessions are available to ensure staff are informed of good practice guidance.</p> <p>An interim workforce plan was submitted to the Scottish Government in April 2021 to cover the period from April 2021 to March 2022 setting out a cohesive picture of our workforce across the HSCP.</p>
Other (please specify)	<p>Joint Needs Assessment – data captured informs key health care priorities; and focus commissioning in order to improve the physical and mental health and wellbeing of individuals and communities. The JNA informed the development of the Strategic Plan and helps to ensure our health and social care services are designed in a planned, evidence based and transparent way to meet current and future need.</p>

Is any further information required? How will you gather this?	No
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4. How does the policy meet the different needs of and impact on groups in the community?

Equality Groups	Comments – positive/ negative impact
Older people, people in the middle years	<p>Due to the nature of service provision all of the protected population categories have the potential to be impacted.</p> <p>The Midlothian Health and Social Care Partnership is focused on planning service delivery according to greatest need where appropriate, and working to ensure our workforce understands inequality, its impact on people's health and wellbeing and how services should respond to this.</p> <p>The Midlothian Health and Social Care Partnership acknowledge that we cannot be sure that the sport and leisure and weight management programmes are meeting the needs of some populations. There will be a recommendation to obtain and analyse this data to determine whether or not proposed actions need to be adapted.</p>
Young people and children	
Women, men and transgender people (includes issues relating to pregnancy and maternity)	
Disabled people (included physical disability; learning disability; sensory Impairment; long term medical conditions; mental health problem)	
Minority ethnic people (includes Gypsy/Travellers migrant workers non-English)	
Refugees and asylum seekers	
People with different religions or beliefs (included people with no religion or belief.	
Lesbian; gay bisexual and heterosexual people	
People who are unmarried; married or in a civil partnership	
Those vulnerable to falling into poverty	
Unemployed	<p>Due to the nature of service provision all of the protected population categories have the potential to be impacted.</p>
People on Benefits	
Single Parents and vulnerable	

families	Overall a positive impact is expected as we have a strong strategic approach to area targeting and identification of groups who experience poorer health outcomes and quality of life.
Pensioners	
Looked after Children	
Those leaving care settings ((including children and young people and those with illness)	
Homeless People	Staff have a good understanding of health inequalities and plan and deliver services accordingly, and will engage relevant partners, for example income maximisation service.
Carers (including young carers)	
Those involved in the criminal justice system	
Those living in the most deprived communities (bottom 20% SIMD areas)	
People misusing services	Most services are proportionate to need, including poverty and inequality.
People with low literacy/numeracy	
Others e.g. veterans, students	
Geographical Communities	
Rural/ semi-rural Communities	Achieving our service priorities should have an overall positive impact on addressing areas of inequalities and improving outcomes across all communities. There is a good understanding of communities more impacted by inequalities and area targeting exists.
Urban Communities	
Coastal Communities	

5. Are there any other factors which will affect the way this policy impacts on the community or staff groups?

No other factors identified.

6. Is any part of this policy/service to be carried out wholly or partly by contractors?

If yes, how have you included equality and human rights considerations into the contract?

For services supported or delivered by the private or third sector issues of equality are addressed within contracts, service level agreements, non-competitive action forms, and regular meetings.

7. Have you considered how you will communicate information about this policy or policy change to those affected e.g. to those with hearing loss, speech impairment or English as a second language?

The service has lead responsibility for sensory impairment and has developed the Local Strategy as a result of the See Hear National Strategy.

Information published by Midlothian Council can be provided on request in many of the community languages and also in large print, braille, audio tape, or BSL.

The Council's website has 'browsealound' functionality and is designed to make information accessible regardless of the physical characteristics of users. Low graphics, use of style sheets for formatting, and text navigation alternatives allow both sight-impaired users, and users of hand-held internet devices to access our information easily. The website is easily readable using 'plain english', and staff receive training on presenting content in an easy to read format.

8. Please consider how your policy will impact on each of the following?

Objectives Equality and Human Rights	Comments
Promotes / advances equality of opportunity e.g. improves access to and quality of services, status	Our service priorities are based on providing a positive impact on addressing areas of inequalities and improving outcomes. One of our core values is to do everything we can to reduce health inequalities and respect and individuals dignity and human rights in the planning of health and social care.
Promotes good relations within and between people with protected characteristics and tackles harassment	Our service priorities are based on providing a positive impact on addressing areas of inequalities and improving outcomes. The service works with the Public Protection Team to ensure the issues of harm are addressed.
Promotes participation, inclusion, dignity and self- control over decisions	The approach to self-directed support (SDS) firmly embeds an outcome focused inclusive approach to service design. SDS is a good example of this.

Builds family support networks, resilience and community capacity	We actively work with voluntary organisations, volunteers, neighbours and extended families to help people who are vulnerable to stay safe and well. Active, supportive communities are fundamental to a good quality of life for people vulnerable through age, illness or disability. It is important in addressing the harmful effects of social isolation which can lead to poorer physical and mental ill health and an increased risk of hospital or care home admission.
Reduces crime and fear of crime	Reducing offending and supporting people to stop re-offending is integral to our community justice agenda.
Promotes healthier lifestyles including Diet and nutrition Sexual Health Substance Misuse Exercise and physical activity Life Skills	Health inequalities is a central theme of the Service Plan and one of the services key values: "You should not be disadvantaged due to your ability, ethnicity or caring responsibilities. We will do everything we can to reduce health inequalities and respect your dignity and human rights in the planning of health and social care".
Environmental	
Reduce greenhouse gas (GHG) emissions in Midlothian (including carbon management)	The Health and Social Care Partnership is strongly committed to work in partnership and is supporting the delivery of the Council's 2020 Climate Change Strategy approved in August 2020 which sets out an ambitious commitment to achieving a net zero carbon status by 2030.
Plan for future climate change	
Pollution: air/ water/ soil/ noise	
Protect coastal and inland waters	
Enhance biodiversity	
Public Safety: Minimise waste generation/ infection control/ accidental injury /fire risk	
Reduce need to travel / promote sustainable forms or transport	
Improves the physical environment e.g. housing quality, public and green space	

Economic	
Maximises income and /or reduces income inequality	We are supporting individuals in need of assistance by offering free, confidential, personalised and impartial advice on a wide range of financial matters, and take a preventative approach for identifying vulnerable individuals.
Helps young people into positive destinations	
Supports local business	
Helps people to access jobs (both paid and unpaid)	We deliver Welfare Rights service to people with health care needs.
Improving literacy and numeracy	We are increasing employment opportunities for people in recovery from substance misuse by improving engagement in education, training and volunteering.
Improves working conditions, including equal pay	
Improves local employment opportunities	
	We are delivering a specialist employment project for people with mental health issue to support people getting back in employment.
	We are working with the voluntary sector to support people who are frail to access financial support available to them.
	We are promoting suitable and sustainable employment and training opportunities to support access to employment for adults who have criminal convictions.

9. Is the policy a qualifying Policy, Programme or Strategy as defined by The Environmental Impact Assessment (Scotland) Act 2005?

No

10. Action Plan

Identified negative impact	Mitigating actions	Timeline	Responsible person
We cannot be sure that the sport and leisure and weight management programmes are meeting the needs of some populations.	Investigate the access (settings and digital) and uptake of men and people with a learning disability in community based weight management programmes.	July 2021	A. Blair D. McIntyre
	Sport & Leisure to review payment schedules and free access card criteria.	October 2021	A. Blair Welfare Rights Team

11. Sign off by Head of Service/ NHS Project Lead

Name Mairi Simpson, Integration Manager

Date 1st May 2021